

**ARKANSAS SENATE**  
86th General Assembly - Regular Session, 2007  
**Amendment Form**

\*\*\*\*\*

**Subtitle of Senate Bill No. 774**

"AN ACT TO PROVIDE INCENTIVES FOR TEACHER RECRUITMENT AND RETENTION  
AND TO EQUALIZE TEACHER SALARIES IN HIGH-PRIORITY SCHOOL DISTRICTS  
WITH SURROUNDING HIGHER PAYING SCHOOL DISTRICTS."

\*\*\*\*\*

**Amendment No. 4 to Senate Bill No. 774.**

Amend Senate Bill No. 774 as engrossed, S3/22/07 (version: 03-22-2007 10:00):

Page 2, delete lines 20 through 36 and substitute the following:

"(b)(c) Beginning in the 2004-2005 2007-2008 school year and each school year thereafter, a teacher licensed by the state board who teaches enters into a teaching contract and who completes the entire current school year teaching in a school in a high-priority district shall at the end of the school year and upon completion of his or her contracted teaching obligations be entitled to receive in addition to all other contracted salary and benefits:

(1) For a newly hired teacher who has not previously taught in a high-priority district, a one (1) time signing bonus of four thousand dollars (\$4,000) for the first year of service in the district to be paid upon completion of the full year of teaching;

(2) For a newly hired teacher who meets the requirements of subdivision (c)(1) of this section, who continues to teach in the same high-priority district, and who completes the second full year of contracted teaching obligations, a new teacher bonus in the amount of three thousand dollars (\$3,000) in addition to all other contracted salary and benefits;

(3) For a teacher who meets the requirements of subdivisions (c)(1) and (2) of this section, who continues to teach in the same high-priority district, and who completes a third year of contracted teaching obligations, a new teacher bonus of three thousand dollars (\$3,000) in addition to all other contracted salary and benefits;

(4) For a teacher who meets the requirements of subdivisions (c)(1)-(3) of this section, who enters his or her fourth or subsequent year of service with the same high-priority district or begins employment with a high-priority district other than the high-priority district where he or she was employed at the time he or she received a new teacher bonus under subdivisions (c)(1)-(3) of this section, a retention bonus in the amount of two thousand dollars (\$2,000) for the fourth and each subsequent complete year of service in the high-priority district to be paid at the end of the



school year after completing all contractual obligations; and

(5) For a teacher employed in a high-priority district who does not meet the requirements of subdivisions (c)(1)-(3) of this section, a retention bonus in the amount of two thousand dollars (\$2,000) for each complete year of service in the high-priority district to be paid at the end of the school year after completing all contractual obligations.

(c)(1) No teacher shall be entitled to a bonus provided under this section unless the teacher has fulfilled his or her contractual obligations for the current school year.

(2) The superintendent of the high-priority district where the teacher is employed shall certify in writing to the department that the teacher has completed all contractual obligations for the school year.

~~(1)(A) For new teachers, a one time signing bonus to work in any high priority district to be paid as follows:~~

~~(i) Four thousand dollars (\$4,000) at the time a teacher not currently employed by the district signs a new contract to teach in a high priority district; and~~

~~(ii) Three thousand dollars (\$3,000) at the beginning of each of the next two (2) subsequent years if the teacher continues teaching in the same high priority district.~~

~~(B)(i) If a teacher has received bonus pay under subdivision (b)(1)(A) of this section and leaves the high priority district before the end of the three year bonus pay period, the teacher shall pay back the amount of the bonus received in the previous year.~~

~~(ii) If the teacher leaves the district during the school year, the teacher shall pay back the previous year's bonus and the current year's bonus; and~~

~~(2)(A) For all teachers not newly signed to work in the district, a retention bonus of two thousand dollars (\$2,000) shall be paid:~~

~~(i) For the 2004-2005 school year; and~~

~~(ii) At the beginning of each of the next two (2) subsequent years if the teacher continues to work in a high priority district.~~

~~(B)(i) If a teacher has received bonus pay under subdivision (b)(2)(A) of this section and voluntarily leaves the high-priority district before the end of the three year bonus pay period, the teacher shall pay back on a pro-rata basis the amount of the bonus received in the previous years.~~

~~(ii) If the teacher voluntarily leaves the district during the school year, the teacher shall pay back the previous year's bonus and the current year's bonus.~~

~~(iii)(a) If a full time equivalent teacher is reassigned involuntarily to a position that is not eligible for bonus pay under this section or is dismissed involuntarily by a school district, the teacher shall not be required to repay the applicable bonus pay.~~

~~(b) The school district shall provide documentation to the Department of Education of the involuntary assignment or dismissal.~~

~~(iv) If a teacher qualified to receive bonus pay under this section leaves the district due to a serious medical emergency, the teacher shall not be obligated to repay the bonus if the teacher provides a written statement from a licensed physician stating that the teacher is~~

~~unable to work and must terminate his or her employment."~~

AND

Page 3, delete lines 1 through 35

AND

Page 4, delete lines 1 through 3 and substitute the following:  
"of this section and in order to provide equity in teacher compensation, a high-priority district shall supplement the salary of each teacher employed by the high-priority district with a bonus in an amount that will bring the teacher's total compensation to within one thousand"

AND

Page 4, delete lines 13 through 14 and substitute the following:  
"(i) Continue to fund the bonus provided under subdivision (d)(1)(A) in the 2008-2009 school year to bring each teacher's total compensation to within one"

AND

Page 4, line 32, delete "raising teacher salaries or"

AND

Page 4, delete line 34 and substitute the following:  
"(2) A bonus under this subsection (d) shall be based"

AND

Page 5, delete lines 1 through 4 and substitute the following:  
"(3) A high-priority district shall elect to pay teacher bonuses under either this subsection (d) or under subsection (c) of this section, but not both."

The Amendment was read the first time, rules suspended and read the second time and \_\_\_\_\_

By: Senator Crumbly  
CLR/CLR - 03-23-2007 14:54  
CLR411

\_\_\_\_\_  
Secretary